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Committee on the Elimination of Discrimination against Women
Sixty-third session

Summary record of the 1391st meeting
Held at the Palais des Nations, Geneva, on Friday, 26 February 2016, at 10 a.m.

Chair: Ms. Hayashi

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Combined seventh and eighth periodic reports of the United Republic of Tanzania

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The meeting was called to order at 10.05 a.m.

Consideration of reports submitted by States parties under article 18 of the Convention (*continued*)

Combined seventh and eighth periodic reports of the United Republic of Tanzania (CEDAW/C/TZA/7-8; CEDAW/C/TZA/Q/7-8 and Add.1)

1. *At the invitation of the Chair, the delegation of the United Republic of Tanzania took places at the Committee table.*

2. **Mr. Mero** (United Republic of Tanzania), introducing the State party's combined seventh and eighth periodic reports (CEDAW/C/TZA/7-8), said that the United Republic of Tanzania was committed to fulfilling the obligations that it had assumed under the Convention and its Optional Protocol and was currently undertaking broad-based consultations with a view to giving effect to the amendment to article 20, paragraph 1, of the Convention as soon as practicable. The Government was working towards achieving the Sustainable Development Goal on gender equality by mainstreaming gender issues in the national development framework and ensuring the availability of data for use in monitoring the progress made towards the full realization of women's rights and gender equality on the ground. The Government was also undertaking a review of the National Strategy for Growth and Reduction of Poverty, the National Five-Year Development Plan and the Zanzibar Poverty Reduction Strategy with a view to identifying the gender-related issues that were not dealt with effectively in those instruments so that they could be addressed in future strategies.

3. As part of its efforts to eradicate all forms of discrimination against women, the Government was taking steps to improve its legal framework and had adopted a number of plans, including the National Plan of Action for the Prevention and Eradication of Violence against Women and Children 2001-2015. The government of Zanzibar was also in the process of devising a five-year action plan to combat violence against women and children. The Working Group on Gender Mainstreaming and Macro Policy, which was co-chaired by the Government and UN-Women and composed of government officials, development partners and civil society representatives, had been established to oversee the process of gender mainstreaming and to ensure that sufficient resources were allocated for projects to promote gender equality and women's empowerment. The Working Group had undertaken activities to build the capacity of a number of government ministries; played a role in preparing the report for the 20-year review of the implementation of the Beijing Declaration and Platform for Action (Beijing + 20) and periodic reports for consideration by the Committee; produced guidelines on gender mainstreaming for the economic policy initiative "Big Result Now"; and helped to promote the use of gender-responsive budgeting. Its work in the area of gender budget analysis had led to an improvement in maternal services and to the allocation of increased budgetary resources for the prevention of gender-based violence. The Zanzibar Working Group on Gender Mainstreaming was also focusing on mainstreaming gender issues in a range of policies, plans and programmes and had taken part in the review of the Zanzibar Poverty Reduction Strategy.

4. Aware of the need to ensure the equal participation of women and men in economic activities and their equal access to resources, the Government had set up a special development fund for women that had provided loans to female entrepreneurs from 2010 to 2015. The Zanzibar Economic Empowerment Fund had provided 286 loans to some 9,000 entrepreneurs, of whom around 5,700 were women. Moreover, the Tanzania Women's Bank had provided loans to approximately 59,000 women, as well as entrepreneurship training. The number of rural entrepreneurs receiving loans had increased from 86 in 2012 to around 3,200 in 2015.

5. The Government continued to work to increase the participation of women in decision-making bodies, including the national parliament, where the number of seats reserved for women had grown from 75 in 2005 to 102 in 2010, and it had thus already surpassed the 30 per cent target for women's representation that had been set for 2015. The draft Constitution included a target of 50 per cent for women's representation in the national parliament. The number of female judges and magistrates had increased from 8 per cent in 2005 to 50 per cent in 2015. Furthermore, a woman now held the position of Vice-President.

6. The Government had taken a number of measures to prevent and combat female genital mutilation, including the inclusion of a definition of that practice as a specific offence in the Criminal Code and the adoption of a national plan of action to accelerate the eradication of female genital mutilation and other harmful traditional practices. Furthermore, the recent launch of a comprehensive outreach and awareness-raising programme had successfully reduced the prevalence of that practice in some of the regions and communities where it had been the most common. The combined efforts of the central government, local governments, local communities and the media, with the support of the United Nations and women's rights organizations, had begun to yield positive results in that area. The awareness of local communities and young girls of the dangers associated with female genital mutilation had increased, and the practice was gradually being abandoned in favour of alternative rites of passage. That trend had been confirmed at the International Day of Zero Tolerance for Female Genital Mutilation 2016, which had been celebrated in the Singida Region of the United Republic of Tanzania.

7. As part of its efforts to put an end to child marriage, in 2009 the Government had passed the Law of the Child Act, which had amended the Law of Marriage Act of 1971 by raising the age of majority to 18. Persons entering into marriage with a child could now be prosecuted under the Law of the Child Act, which prevailed over the Law of Marriage Act for the purposes of establishing the age of a child.

8. Regulations 27 and 28 of January 2015 had given effect to the National Anti-Trafficking in Persons Action Plan 2013-2017, whose provisions focused not only on preventing human trafficking but also on protecting, rescuing and rehabilitating victims. Resources for the implementation of the Action Plan would be allocated under the 2016-2017 budget.

9. The Government had also taken measures to combat discrimination against persons with albinism. Those measures included expediting the investigation, arrest and prosecution of perpetrators of discrimination against members of that group and launching media outreach and information campaigns. In that connection, the Government had undertaken a review of the Witchcraft Act and the Traditional and Alternative Medicine Act in an effort to find additional methods of stopping persons with albinism from being attacked and/or killed by persons who associated albinism with witchcraft and the supernatural.

10. While the United Republic of Tanzania remained committed to implementing the 2030 Agenda for Sustainable Development and to eradicating all forms of discrimination against women and girls, it would require continued assistance from its development partners to achieve that goal.

Articles 1 to 6

11. **Mr. Bruun** said that the Committee was deeply concerned by the lack of progress made by the State party in incorporating the Convention into its domestic legal order; in adopting a definition of gender-based discrimination that was in line with the one contained in article 1 of the Convention; and in amending laws which discriminated against women. Noting that the adoption of the draft Constitution would introduce positive reforms in that

regard but that the referendum on constitutional reform scheduled to take place in 2015 had been cancelled, he asked when that referendum was likely to take place and whether the draft Constitution was in full compliance with the Convention. The setbacks in adopting the new Constitution notwithstanding, he failed to understand how they prevented the State party from amending and/or repealing discriminatory laws. He recalled that the State party had adopted the Convention without reservation and was obliged to take steps to eliminate discriminatory practices stemming from the continued existence of such laws. In that connection, the fact that customary law, which was often discriminatory towards women, was part of the State party's legal framework was also a cause for concern. Since Section 12 of the Judicature and Application of Laws Act provided that communities, through their district council, could request the judiciary to modify or repeal customary laws that they deemed to be discriminatory, he would appreciate additional information on the procedure for doing so and the scope of that provision.

12. The Committee had noted that women in the United Republic of Tanzania still faced many obstacles in gaining access to justice and wished to invite the State party to avail itself of the guidance contained in the Committee's general recommendation on the subject with a view to remedying that situation. While the drafting of the legal aid bill designed to formalize legal aid services and guarantee marginalized and vulnerable groups access to justice was a positive development, he would be interested to learn of other measures taken by the State party to guarantee women access to justice. Since, to date, only 14 judges had been provided with training on the Convention and the Optional Protocol, he wished to know what the State party was doing to ensure that all judges and lawyers received training in relation to those instruments as a matter of course. Lastly, as the Committee had recently taken a decision on the first communication concerning the United Republic of Tanzania to have been submitted under the Optional Protocol, he would be interested to know how the State party planned to enforce that decision.

13. **Mr. Mero** (United Republic of Tanzania) said that incorporating the Convention into the domestic legal order was an incremental process and was often resource-intensive. As part of its strategy to increase the visibility of the Convention and the Optional Protocol, the Government had conducted training activities for government officials, judges, magistrates and judicial officers. Statistics on the number of persons who had received such training could not be provided at the present time. The Government also worked with non-State actors to conduct community-based programmes to promote women's rights, often through the media, and had translated the text of the Convention and the Optional Protocol into Swahili. Moreover, a human rights component had been incorporated into primary, secondary and higher education curricula. The Government had also taken steps to strengthen the national machinery for the advancement of women on the mainland and in Zanzibar.

14. **Ms. Mayao** (United Republic of Tanzania) said that, once the constitutional reform process had been completed and the new Constitution had been adopted, the Government would proceed to review all the laws considered to be discriminatory towards women. The recommendations on discriminatory laws made by the Law Reform Commission had been reflected in the draft Constitution. Pending the adoption of the draft Constitution, the Government had taken a number of steps to address discriminatory and harmful practices, such as passing the aforementioned Law of the Child Act as a means of reducing the prevalence of early marriage. It was unclear when the referendum on constitutional reform would take place, as a new Administration had just taken office and needed to review the text of the draft Constitution.

15. One of the major obstacles to women's access to justice was the fact that many women were simply unaware of their legal rights and so did not assert them. To remedy that situation, the Government was working to raise human rights awareness among women,

particularly women living in remote areas, through a range of activities. The legal aid bill had previously been submitted for approval but had then been withdrawn because, with the advent of the new Administration, the recently appointed ministers needed to review the text before it was submitted to the national parliament.

16. Customary laws were codified and could not be repealed without just cause. Laws considered to be discriminatory towards women had to be challenged and repealed through the established channels. Under Section 12 of the Judicature and Application of Laws Act, district councils could challenge customary laws of that nature but only if the corresponding petition had been lodged by members of the community. The judiciary had found in favour of petitioners in several cases.

17. The United Republic of Tanzania had based its observations on the communication that had been mentioned by Mr. Bruun on Section 12 of the Judicature and Application of Laws Act. It was of the view that the authors of the communication had not exhausted all the domestic remedies available to them and had referred the case to the Committee without having followed the procedures that had been outlined for them when the case had been referred to the High Court. The authors of the communication had been encouraged to bring the matter before their local district council.

18. **Ms. Patten** said that, after having examined the State party's observations on the admissibility of the communication, the Committee had found it to be admissible. In its subsequent consideration of the communication on its merits, it had found the State party to have violated the authors' rights. The decision contained a series of recommendations, which the State party should act upon without delay. The State party should then submit information on the steps taken to comply with those recommendations to the Committee within six months.

19. **Ms. Nwankwo** said that she would like to know whether, during the process of codifying customary law, efforts had been made to align it with statutory law and thus with the Convention. Had the State party considered extending the scope of application of the Law of the Child Act, which stipulated that all persons under the age of 18 were to be considered children, to cover Zanzibar? She also wondered what was done when the application of the Law of Marriage Act and of the Law of the Child Act conflicted. It should be recalled that a number of statutory laws, particularly those governing property and divorce, were indirectly discriminatory because they required the courts to take the provisions of customary laws that were directly discriminatory into account when adjudicating related claims. How did the State party reconcile such a discrepancy?

20. **Ms. Mayao** (United Republic of Tanzania) said that the Law of the Child Act of 2009 had amended certain sections of the 1971 Law of Marriage Act. While those two laws contained conflicting definitions of the age of majority and marriageable age, it was the provisions on those subjects contained in the Law of the Child Act that prevailed. The goal was to gradually put an end to the practice of child marriage by ensuring that children remained in free primary and secondary education and, ultimately, by amending the provisions in the Marriage Act that allowed 14- and 15-year-olds to marry.

21. Training for judges, law enforcement officials and other stakeholders concerning the provisions of the Convention on the Elimination of All Forms of Discrimination against Women was an ongoing process but was subject to the available funding.

22. Customary laws had been harmonized with statutory laws by means of their codification. Although the formal legal system normally prevailed, it depended on whether the complaint had been made through the customary system or through formal legal channels. It was for each community to decide whether to abandon custom in favour of the formal legal system.

23. Article 53 of the proposed Constitution clearly stated that all forms of discrimination, including those embedded in custom or tradition, were to be eliminated. Once approved, it would remove any remaining legal impediments to women's enjoyment of their rights. Women were legally entitled to an equal share of the property of their deceased husbands or to inherit clan land. There were, however, restrictions on the selling of clan land if the woman remarried.

24. **Ms. Patten** said that, in accordance with the procedure for the consideration of communications under the Optional Protocol, the Committee had issued its Views on the merits of the first case involving the United Republic of Tanzania in March 2015. The State party was required to provide information within six months on the measures being taken to give effect to the Committee's decision. A number of the Committee's previous concluding observations had not been acted upon, and she would therefore be interested to learn whether there were plans to establish a national action plan for the implementation of the Committee's recommendations.

25. **Mr. Mero** (United Republic of Tanzania) said that, while the State party was committed to the implementation of the Convention, that had to be done incrementally. The financial and budgetary implications for a country relative to its capacity had to be taken into account, particularly when that country relied upon a significant amount of budget support.

26. Regarding the communication, the position of the Government was that the Committee had not had jurisdiction in the case, since the requirements set forth in article 4 of the Optional Protocol had not been met. All available domestic remedies had not been exhausted by the authors prior to submitting the communication to the Committee.

27. **Ms. Patten** said that the Committee would be grateful if the State party's observations regarding the communication could be formally transmitted by means of the appropriate procedure.

28. **Ms. Abdallah** (Zanzibar, United Republic of Tanzania) said that the Zanzibar Children's Act of 2011 had incorporated the key international standards on the protection of children. A five-year juvenile justice reform strategy had been launched in 2015 to facilitate the implementation of that law.

29. **Ms. Haidar** said that she wished to know how many of the 2,280 posts in the Ministry of Community Development, Gender and Children were devoted exclusively to gender issues and how significant the increase in funding allocations was in terms of the percentage of the overall budget that it represented. The establishment of the Working Group on Gender Mainstreaming and Macro Policy was a positive development, but it was unclear how the Group worked with communities and civil society organizations to mainstream gender policies and programmes at the grass-roots level. Information should also be provided on the monitoring and evaluation of that mechanism and on any constraints that had been identified.

30. **Ms. Nwankwo**, while acknowledging that the use of reserved seats in the legislature had significantly increased the number of women parliamentarians and enhanced women's capacity to stand for election, said that the Committee had received reports that the system was open to abuse by politicians who used those seats for purposes of political patronage. She wished to know what measures were in place to ensure that only qualified women candidates could be nominated for those seats. She urged the State party to apply temporary special measures in other areas where women were underrepresented, such as in public administration, education and private companies. Lastly, the Village Land Act provided that two or three of the five or seven members of village land councils had to be women. She would like to know how fully that provision had been implemented and what impact it had had.

31. **Mr. Mero** (United Republic of Tanzania), referring to the questions posed by Ms. Haidar, said that the State party would provide the requested information and statistics in writing. As to the issue of reserved seats in the legislature for women candidates, constituents were very keen to elect candidates who had university educations and, as a result, all the men and women candidates were highly qualified. Patronage and tribalism would largely be blocked by the fact that the election process was very much a merit-based system.

32. **Ms. Juma** (Zanzibar, United Republic of Tanzania) said that several structures and mechanisms were in place to further gender mainstreaming and raise awareness of women's rights at the grass-roots level. By way of example, women and children coordinators were conducting training and awareness-raising campaigns, and parenting groups provided training on women's and children's rights.

33. **Ms. Mayao** (United Republic of Tanzania) said that having at least two or three women members on land councils had certainly had an impact on the settlement of land disputes, with more decisions now being made in favour of women complainants.

34. **Ms. Al-Dosari**, noting that a law had been enacted to outlaw female genital mutilation of girls under 18, said that she wished to know whether that practice was also banned in the Sexual Offences Special Provisions Act and, if so, whether it covered persons over 18 as well. She would like to know what steps had been taken to prosecute and punish perpetrators of female genital mutilation; ensure that victims had access to proper psychosocial and medical care; and put an end to the practice of female genital mutilation, which remained prevalent in certain regions, particularly in the case of newborns. She wished to know whether a comprehensive strategy had been developed to combat gender stereotyping which provided for collaboration with traditional and community leaders and women's organizations. If so, what results had been achieved? Lastly, information would be welcome on the measures that had been taken to prevent prevalent harmful practices such as early and forced marriage, polygamy, and ritual killings and attacks on persons with albinism.

35. **Ms. Jahan**, while commending the State party's efforts to address gender-based violence through legislative and other measures, said that violence against women, particularly sexual violence and rape, was still prevalent in rural areas. She wished to know whether a structured mechanism had been put in place to monitor the National Plan of Action for the Prevention and Eradication of Violence against Women and Children 2001-2015 and, if so, what the results had been. Were there plans to enact comprehensive legislation to prohibit all forms of violence against women, including marital rape, domestic violence and early marriage, and to ensure that the perpetrators of such acts were prosecuted and the victims provided with adequate protection and assistance? She also wished to know whether the State party intended to introduce a blanket ban on all harmful practices, including female genital mutilation, irrespective of age, and whether the Law of the Child Act would prevail over the Law of Marriage Act in cases involving the prosecution of perpetrators of child marriage. Were there plans to amend the provisions of the Marriage Act dealing with the age at which it was permissible for people to marry?

36. Incidents of violence against women, particularly sexual violence, were underreported, and prosecution and conviction rates were low. What percentage of reported cases had been prosecuted and how many of those had resulted in a conviction? She would also like to know what steps were being taken to increase the human and financial resources allocated to the gender desks at police stations and to provide separate rooms in stations where victims could be interviewed. Were there any plans to establish State-run shelters for victims? Disaggregated data, particularly with regard to the ages, regions of residence and relationships between perpetrators and victims, would be useful.

37. **Ms. Nadaraia**, referring to article 6 of the Convention, said that in the light of the positive measures implemented to prevent trafficking in women and girls, she wished to know whether the State party had any data on the scale of trafficking of women and girls and on the services provided to victims. She would also be interested to know whether an impact assessment of anti-trafficking policies had been conducted and, if so, what the results had been. How many shelters for women victims of trafficking were there in the State party and what measures were being taken to rehabilitate the victims of that crime and reintegrate them into society?

38. While prostitution was a criminal offence in the State party, the report had been silent on the prevalence of prostitution and on whether measures had been adopted to provide alternative life choices for prostitutes. She would be interested to know whether both prostitutes and clients were subject to prosecution and how many such prosecutions there had been. Since information received by the Committee indicated that the laws on prostitution undermined the effectiveness of HIV/AIDS programmes and encouraged human rights abuses, it would also be useful to know whether any health services had been made available to prostitutes for the prevention of the transmission of HIV/AIDS.

39. **Ms. Mayao** (United Republic of Tanzania) said that female genital mutilation was absolutely prohibited under the laws of Tanzania irrespective of the age of the victim. Aggrieved persons over the age of 18 years old who were not covered by the specific provisions on female genital mutilation contained in the Criminal Code could seek justice under the provisions guaranteeing protection against grievous bodily harm. The Government had no plans to introduce a separate law on female genital mutilation as it had not encountered any problems in bringing cases to trial under the existing provisions of the Criminal Code. Statistics indicated that the Government's various advocacy and awareness-raising campaigns were bearing fruit, but it was nonetheless true that, in some areas, changing entrenched practices and attitudes remained a huge challenge.

40. The provisions of the Law of the Child Act prevailed over those of the Marriage Act when it came to determining the age at which young persons ceased to be minors for the purpose of engaging in legal proceedings and the remedies available to them in the event of grievances. The Government had been working hard to increase the number of gender desks available in police stations, to ensure that the desks were properly staffed with trained officers, to guarantee the availability of separate rooms for receiving and interviewing victims and to increase the number of State-run shelters.

41. **Mr. Khalfan** (Zanzibar, United Republic of Tanzania) said that standard operating procedures had been established for gender desks in Zanzibar and that each desk was staffed by at least two specially trained officers. The authorities were reviewing current legislation with a view to incorporating a definition of gender-based violence that would be in line with the Convention and were working with various stakeholders to develop a five-year action plan to address violence against women and children.

42. **Mr. Kabendaguza** (United Republic of Tanzania) said that the fact that few cases of gender-based violence were reported and, of those that were, very few resulted in convictions was due, at least in part, to the fact that the perpetrators were all too often family members. Even when the offender was not part of the family unit, victims were often reluctant to report the offence and cooperate with investigators because of the shame and stigma that the entire family would suffer as a result. The Government was doing all it could to encourage greater openness.

43. **Ms. Jahan** asked why the State party had not introduced a comprehensive ban on female genital mutilation and raised the minimum age of marriage for girls to 18 years. Its legal framework would be considerably simplified if it did. Likewise, a comprehensive law against gender-based violence, if adopted, would provide a vehicle for establishing

definitions and penalties for specific forms of violence against women, including marital rape, the killing of elderly women accused of witchcraft, the killing and mutilation of women and girls with albinism and the practice of "widow cleansing", that were not expressly addressed elsewhere. She noted that various training and capacity-building programmes had been organized for police and justice officers and would like to know whether any assessment had been made of the impact of such programmes on the investigation and prosecution of violent offences involving women victims.

44. **Ms. Al-Dosari** asked whether the media played a part in challenging patriarchal structures and stereotypical gender roles and in raising awareness of the remedies, shelters and rehabilitation facilities that were available. For example, had national television channels ever broadcast programmes on female genital mutilation and the situation of widows in Tanzania?

45. **Ms. Gbedemah**, expressing support for Ms. Jahan's call for a comprehensive law, said that a fragmented legal framework caused difficulties when it came to enforcement. A single, discrete law that combined definitions of different forms of gender-based violence, including types of psychological and economic violence, that were not covered in any of the separate instruments currently in effect and that set out a comprehensive range of remedies and penalties would considerably facilitate the work of law enforcement officers. She urged the State party to review its position and seek technical assistance to that end.

46. **Ms. Nwankwo** said that, according to alternative sources, domestic violence, including intimate partner violence, was considered socially acceptable in Tanzania, and she would therefore like to know what the Ministry of Gender was doing to engineer a change of attitude. More information about the proposed amendments to the Witchcraft Act, the timetable for the reform and any concrete plans for its enforcement would also be appreciated.

47. **Mr. Mero** (United Republic of Tanzania) said that the media sector in Tanzania was probably the biggest and best in Africa. It operated in an environment in which freedom of expression was unrestricted and was widely used for informing, educating, campaigning, raising awareness and exposing injustice. He would provide the Committee with more detailed responses on that subject in writing.

48. **Ms. Mayao** (United Republic of Tanzania) said that it was simply untrue that domestic violence was considered socially acceptable. The penalties for such acts were severe, despite the lack of a specific, comprehensive law. Extensive advocacy work was ongoing. For example, the Ministry of Gender had developed a parenting toolkit that covered all elements of family-based violence and had already been distributed in 72 districts nationwide.

Articles 7 to 9

49. **Ms. Hofmeister** said that she would like detailed statistics on women in the judiciary, including the percentages and actual number of judges and prosecutors that were women. Information on the Government's efforts to bring more women into the foreign office and diplomatic service would be appreciated, as would statistics that included specific percentages and actual figures on women in decision-making positions in the private sector and, in particular, on the boards of leading companies. She would also like to know more about the outcome of the review of the National Elections Act, the Political Parties Act and the Election Expenses Act. When would the amendments that had been agreed upon be enacted?

50. **Ms. Chalal,** referring to the proposed amendments to the Constitution that addressed concerns previously raised by the Committee about the discrimination against women inherent in the Citizenship Act, asked when the amendments to the Constitution

would be adopted and when the Citizenship Act would be amended to reflect those changes and align it with article 9 of the Convention. She was particularly interested to learn whether Tanzanian women could transmit their nationality to their children on the same basis as Tanzanian men could and, if that was not the case, what was being done to rectify the situation; whether Tanzanian citizens could confer their nationality on a foreign spouse; and whether children born in Tanzania to foreign nationals, such as the children of refugees, could be recognized as Tanzanian nationals. In connection with the latter issue, she would appreciate an update on the situation of the refugees from Burundi who had been living in Tanzania for over 20 years and were still waiting to be granted citizenship.

51. **Mr. Mero** (United Republic of Tanzania) said that in order for women to be properly represented in public and political affairs, they must first be properly educated. Tanzania had addressed that barrier by introducing free, universal primary and secondary schooling and expanding its university system, and all the statistics showed that women were consistently outperforming men in education. Although appointments to decision-making posts were based on merit, in cases where female and male candidates had equal skills and experience, women were given preference and, as a result, women occupied many high-level positions in the Government, in the judiciary and elsewhere. The Government also worked hard to ensure respect for the principles of equal pay and equal opportunity. Despite being a poor country, Tanzania had always welcomed refugees, endeavouring to provide for their educational, health-care and other needs. It had received around 130,000 refugees from Burundi and had granted citizenship to more than 200 of their number to date.

52. **Ms. Abdallah** (Zanzibar, United Republic of Tanzania) said that, although the principles of equal opportunities in education and employment were enshrined in national law, social and cultural barriers continued to impede women's progress. However, the authorities of both the United Republic of Tanzania as a whole and of Zanzibar were embarking on capacity-building programmes to develop a pool of talented women who were qualified for leadership positions.

53. **Ms. Nwankwo** asked how many Tanzanian ambassadors were women and whether the State party used special measures to accommodate and promote women who were qualified to serve as ambassadors or in other international positions.

54. **Mr. Mero** (United Republic of Tanzania) said that between 30 and 40 per cent of the country's ambassadors were women, including the ambassadors to France, Sweden and Zambia. When making such appointments, the Government attached great importance to achieving a balanced corps of diplomatic representatives, not just in terms of gender but also in terms of regions of origin, while at the same time ensuring that the merit-based system was not compromised.

55. **Mr. Kahendaguza** (United Republic of Tanzania) said that few, if any, countries could match the record of the United Republic of Tanzania in providing women leaders at the international level. Notable examples included: Anna Tibaijuka, who had served as Under-Secretary-General of the United Nations and as Executive Director of UN-Habitat; Liberata Mulamula, who had been the first Executive Secretary of the International Conference on the Great Lakes Region; and Gertrude Mongella, former President of the Pan-African Parliament and Secretary-General of the Fourth World Conference on Women.

Articles 10 to 14

56. **Ms. Bailey** said that, while she noted with appreciation that a comprehensive database on education could be accessed through the Government's official website, those statistics should be disaggregated by sex. Given the shortage of secondary schools in the State party, she would like to know whether the Ministry of Education and Vocational

Training had established a cut-off score on the primary-school leaving exam that was used to determine admission, since any such measure would amount to structural discrimination and would have a disproportionate effect on girls. She wished to know what options were available to girls, particularly those from disadvantaged groups, who had no access to secondary education and what was being done to ensure that the much-needed expansion in secondary-school places was coupled with an increase in learning facilities and resources. It would be helpful for the delegation to indicate whether schools were obliged to report incidents of sexual violence perpetrated by teachers and whether protocols and guidelines were in place to ensure that such offences did not go unpunished. Were there plans to discontinue the practice of mandatory pregnancy testing in schools? More information would be appreciated about the time frame for the adoption of the re-entry guidelines mentioned in paragraph 116 of the replies to the list of issues (CEDAW/C/TZA/Q/7-8/Add.1). She also wished to know whether the Government intended to revise the Education Act of 1978 and, if so, when, and to invite the delegation to elaborate on the portion of the secondary school curriculum devoted to sexual and reproductive health.

57. **Ms. Patten** said that she would like to know what progress had been achieved in developing economic policies that had a positive impact on the employment and incomes of women in the formal and informal sectors, what measures were envisaged to combat long-term unemployment among women and whether the Government planned to revisit its employment policies in order to incorporate a gender perspective. In reference to the private sector, she wished to know what concrete steps were being taken to introduce laws that would ban gender-based discrimination and discriminatory practices by employers, what was being done to prevent occupational segregation and whether temporary special measures were being considered to boost women's representation in senior and middle management positions. She had been surprised by the claim made in paragraph 127 of the replies to the list of issues (CEDAW/C/TZA/Q/7-8/Add.1) that there was no gender wage gap in either the mainland of the United Republic of Tanzania or in Zanzibar, and she wished to know what steps were being taken to apply the principle of equal pay for work of equal value and what authority was responsible for conducting job evaluations. More information about the mandate of the Wage Advisory Body would be appreciated. Was one of its duties to design gender-neutral job evaluation schemes? It would be useful for the delegation to describe any efforts that had been made to empower women in the field of agriculture and to explain what measures were being taken to facilitate the labour-market integration of young women. Comments on the extent to which previous measures had been evaluated would also be welcome.

58. **Ms. Gbedemah** said that she wished to know whether the Government had evaluated its health programmes, several of which had ended in 2015, and, if so, what successes and challenges had been identified. Which of those programmes was to be renewed? She would welcome details on the steps taken to reduce maternal mortality. She would like to invite the delegation to describe the efforts that had been made to ensure access to post-abortion care, to clarify and publicize national abortion laws and to develop clear guidelines for health-care providers so as to improve the availability and accessibility of services. She wished to know whether the Government was planning to do away with the existing penalties for women who had abortions and harmonize domestic abortion laws with relevant regional and international treaties, including the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, otherwise known as the Maputo Protocol. It would be helpful for the delegation to explain what was being done to raise awareness of, and to improve access to, contraceptives, including emergency contraception, for women and adolescent girls in both urban and rural areas.

59. Further information would be appreciated on the Prevention and Management of HIV and AIDS Act of 2013, which was being implemented in Zanzibar, and on the HIV and AIDS Prevention and Control Act of 2008, which criminalized the intentional

transmission of HIV even when it occurred during pregnancy, delivery or breastfeeding. She wished to know whether there were plans to amend the latter law, bearing in mind that women were more likely to know their HIV status and therefore more likely to face punishment. Lastly, she had noted that under 9 per cent of the government budget was allocated to the health sector and that the State party was thus failing to meet the target of 15 per cent that had been set in the Abuja Declaration.

60. **Mr. Mero** (United Republic of Tanzania) said that, in order to answer some of the questions posed by Committee members, it would be necessary to conduct a more detailed analysis of the issues that had been raised. The Government acknowledged that shortcomings persisted in the domains of education, employment and health, and it did not take those problems lightly. It was committed to building more educational institutions and, in 2015, had abolished secondary-school fees. Unfortunately, the Government's capacity to develop effective strategies was often compromised by a lack of resources.

61. **Ms. Bailey** said that she hoped to receive more specific information in writing. It was apparent from official government statistics that, from the secondary level onward, the education system was elitist and that measures were needed to avoid disenfranchising a huge segment of the population.

62. **Ms. Schulz** asked how the Government was coordinating efforts to fulfil its obligations under the Convention in the domains of education, employment and health with its efforts to achieve the Sustainable Development Goals.

63. **Mr. Mero** (United Republic of Tanzania) said that the Government would have to prioritize the targets associated with the Sustainable Development Goals, even though all of them were important. He would be able to reply more satisfactorily to the Committee members' questions after he had consulted with representatives of the relevant government ministries.

64. **Ms. Juma** (Zanzibar, United Republic of Tanzania) said that steps were being taken to ensure that the objectives and indicators established in the successor strategy to the Zanzibar Strategy for Growth and Reduction of Poverty were in line with the Sustainable Development Goals and with the provisions of the Convention.

65. **The Chair**, while urging the delegation to provide answers orally upon the resumption of the interactive dialogue at the Committee's next meeting, said that any written replies should be submitted no later than 5 p.m. on Monday, 29 February 2016.

The meeting rose at 1 p.m.